

Work Related Violence -- Checklist

IDENTIFYING AT-RISK PERSONNEL	WINGMAN ACTIONS	COMMAND ACTIONS
<input type="checkbox"/> Common indicators of distress <input type="checkbox"/> Chronic, hypersensitive complaints about persecution/perceptions of injustice <input type="checkbox"/> History of mental problems such as: <input type="checkbox"/> Depression <input type="checkbox"/> Paranoia <input type="checkbox"/> Antisocial personality <input type="checkbox"/> Bipolar disorder <input type="checkbox"/> Adverse reactions to authority and limit setting <input type="checkbox"/> Criminal history (violence, stalking, threats, assaultive behavior) <input type="checkbox"/> Frequent aggressive outbursts/anger management problems <input type="checkbox"/> Past suicidal attempts, or related thoughts, statements, or gestures <input type="checkbox"/> Alcohol misuse or drug use <input type="checkbox"/> Fascination with weapons and violent media events; making jokes or offensive comments about violent acts. <input type="checkbox"/> Holds grudges, inability to handle criticism, habitually making excuses, and blaming others.	<input type="checkbox"/> Consider General Wingman Actions <input type="checkbox"/> Make personnel feel they are valued and encourage an environment of mutual support <input type="checkbox"/> Ensure personnel are aware of the wide range of helping resources available <input type="checkbox"/> Create an environment that encourages communication throughout the unit <input type="checkbox"/> Do not ignore indications of potential violence <input type="checkbox"/> Report concerns to leadership	<input type="checkbox"/> Consider General Command Actions <input type="checkbox"/> Communicate a clear policy that intimidation, harassment, bullying and violence are unacceptable <input type="checkbox"/> Communicate the expectation that inappropriate behavior will be addressed promptly by supervisors <input type="checkbox"/> Communicate the expectation that leaders will "know their people" <input type="checkbox"/> Ensure personnel are educated regarding workplace violence prevention policy, risk factors that cause or contribute to assaults, early recognition of escalating behavior, ways to prevent volatile situations, standard response action plan for violent situations and periodic practice of the action plan <input type="checkbox"/> Consider how changes in policies, procedures, and working conditions may affect people <input type="checkbox"/> Recognize that Civilians can pursue assistance through the Employee Assistance Program, their union and Civilian Personnel Office (CPO). <input type="checkbox"/> Contract employees can also seek assistance through resources in the community. If a contract employee is a retiree, that employee is entitled to services through TRICARE. <input type="checkbox"/> Ensure AD personnel and civilian employees attend mandatory annual training on workplace violence IAW AFI 90-505, Suicide Prevention Program